



Washington Law Prohibits Discrimination in Employment

The law prohibits unfair employment practices that are based on the following:

- Race
- Creed
- Color
- National Origin
- Sex
- Marital Status
- Sexual Orientation, including Gender Identity
- Age (40 years of age and older)
- HIV/AIDS or Hepatitis C status
- The presence of any sensory, mental, or physical disability
- The use of a trained dog guide or service animal by a person with a disability
- Pregnancy or Maternity
- Retaliation for opposing an unfair practice
- Retaliation for filing a whistleblower complaint with the state auditor
- Retaliation for filing a nursing home abuse complaint

PROHIBITED UNFAIR EMPLOYMENT PRACTICES

AN EMPLOYER OF EIGHT (8) OR MORE EMPLOYEES MAY NOT DISCRIMINATE SOLELY ON THE BASIS OF A PROTECTED CLASS. FOR EXAMPLE, AN EMPLOYER CANNOT:

- Refuse to hire you;
- Discharge you from employment;
- Discriminate in compensation or other terms or conditions of employment;
- Print, circulate, or use any discriminatory statement, advertisement, publication, job application form, or make any inquiry in connection with prospective employment that is discriminatory.

* Excludes tribal governments and non-profit religiously controlled entities.

LABOR UNIONS MAY NOT DISCRIMINATE SOLELY ON THE BASIS OF A PROTECTED CLASS. FOR EXAMPLE, A LABOR UNION CANNOT:

- Deny membership and membership rights and privileges;
- Expel from membership; or
- Failing to represent a person.

EMPLOYMENT AGENCIES MAY NOT DISCRIMINATE SOLELY ON THE BASIS OF A PROTECTED CLASS. FOR EXAMPLE, AN EMPLOYMENT AGENCY MAY NOT:

- Discriminate in classification or referrals for employment;
- Print or circulate any discriminatory statement, advertisement, or publication; or
- Use discriminatory employment application forms, or inquiries made in connection with prospective employment.

If you feel that you have been discriminated against,
please contact the Human Rights Commission at:

1-800-233-3247 VOICE

1-800-300-7525 TTY

Language interpreters are available. Accommodations to people with disabilities will be made.

www.hum.wa.gov